

Public Health: Everybody Counts!
DRAFT Priority Areas for Data Analysis
Revised 12/9/03

The purpose of the survey is to give us information to better describe Washington's public health workforce in order to help us plan for succession, prevention of shortages, training, and other changes. The information gained through the census will describe, map, and track the public health workforce in order to:

- Identify and describe gaps and concerns related to workforce shortages and planning for future public health vacancies, especially around recruitment, selection, and job satisfaction.
- Review the work we do, across all job categories, with implications for training, educational preparation, recruitment, and retention planning.
- Document the diversity of our workforce and our special skills and abilities.

Priority Area for Analysis	Sample Data Elements	Sample Cross Tab Comparisons
Identify gaps related to shortages	<ul style="list-style-type: none"> • Longevity in public health • Years expected to continue in Public Health • Age • Educational background • Current Licenses/Credentials • PH Functions 	<ul style="list-style-type: none"> • Local vs state • Urban vs rural • Large vs small • Regional comparisons • Part Time vs Full time
Information about Job Functions	<ul style="list-style-type: none"> • Job functions • Full time • Part time • Salary range • Gender 	<ul style="list-style-type: none"> • Local vs state • Urban vs rural • Large vs small • Regional comparisons • Educational background vs longevity in public health
Documentation of diversity	<ul style="list-style-type: none"> • Age • Gender • Race/ethnicity • People w/disabilities • Multilingual 	<ul style="list-style-type: none"> • Local vs state • Urban vs rural • Large vs small • Regional comparisons • Educational background vs longevity in public health

Other Questions:

1. Do we need to pull out certain groups for all analysis, for some analysis, for none?
 - EMS staff
 - Human Services Staff
 - Environmental Health Staff not technically in LHJ but elsewhere in local government
2. Are there other priority areas for analysis that we have not listed?

Additional Data Analysis Guidelines from 11/14 WFD Meeting

- Reports should be generated for each LHJ and regionally
- Display appropriate comparisons geographically perhaps using maps at least at the regional level
- Include EMS staff in all data for Seattle King County, but remove for appropriate comparisons with other jurisdictions
- In addition to cross tabs suggested on Suggested Cross tabs:
 - job functions with license
 - educational background with license and job function
 - age and how many years respondees expect to continue in public health